



FACT SHEET

U.S. Air Force Fact Sheet AIR FORCE GLOBAL STRIKE COMMAND FORCE IMPROVEMENT PROGRAM

BACKGROUND

The Force Improvement Program is an aggressive grass-roots feedback program designed to quickly provide senior Air Force leaders with actionable recommendations for improvement by conducting one-on-one interviews and surveys with Airmen.

In the first half of 2014, Force Improvement Program teams visited each missile and bomber wing to conduct peer-to-peer interviews. Meanwhile, field surveys, leadership surveys and family surveys were administered and the results were sent back to a “reachback” team at AFGSC headquarters for quick and thorough review.

Recommendations from the FIP are briefed to the Air Force Global Strike Command, 20th Air Force and 8th Air Force commanders, and presented to the Secretary of the Air Force and the Chief of Staff of the Air Force.

CHARTER

The charter of the Force Improvement Program was to create an aggressive, action-oriented, field-influenced program with the goal of making rapid, lasting, and substantial change to the mission.

The FIP is a unique endeavor in which Airmen who work closest to the mission were asked to identify the challenges in their mission areas and recommend solutions with a direct line of communication to the AFGSC commander. The FIP is different from previous studies as the entire effort was executed by junior Airmen from the field. These Airmen guided the survey and interview question development, conducted interviews, determined root causes and recommended solutions.

The Force Improvement Program team assembled into Functional Cultural Working Groups (FCWGs) to conduct a deep-dive into the main ICBM and bomber mission areas, and focused on issues related to their functional areas. Members from each team attended daily cross-functional meetings to identify common areas of interest.

MEMBERS

Each FCWG was made up of 6-10 Airmen from the field and, in most cases, was augmented by Airmen from outside the ICBM or bomber community or Navy personnel from the nuclear mission area. The senior member of the FCWG acted as the lead for the team. The FCWGs were assisted by a team of analysts, facilitators and administrative experts.

For more information please contact the Air Force Global Strike Command Public Affairs Office
afgsc.paworkflow@us.af.mil; 318-456-1305 or DSN 781-1305
245 Davis Ave E Room 198, Barksdale AFB, LA 71110

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